

TEACHERS — REMOTE LOCATIONS — GOVERNMENT SUPPORT

6304. Hon Shelley Archer to the Minister for Local Government representing the Minister for Education and Training

I refer to teachers who move to regional and remoter locations to work in schools where there is a high level of Indigenous disadvantage, and I ask —

- (1) How does the Government support teachers, in particular new graduates from the metropolitan region, to adjust in regional and remote locations?
- (2) Has the Government considered accessing the services of retired experienced teachers who may also be travelling in the north of the State, to work in schools and support new graduates to cope in their new environments?
- (3) If yes to (2), how successful is this strategy?
- (4) If no to (3), why not?

Hon LJILJANNA RAVLICH replied:

- (1) All new graduates are supported with a formal induction and orientation program that welcomes them and introduces them to their new work location.

The trial of the In-Class Coaching program enabled 101 graduates to be mentored. The program provides classroom level support to first-year graduates from experienced quality teachers trained to coach graduate teachers. The evaluation of the trial found the program to be positive and beneficial in terms of increasing skills, sense of support and confidence. One third of surveyed graduates attributed their decision to stay with the Department to their support from the coaching program.

It is proposed to extend the program to allow all graduate teachers access to coaching support, as well as providing opportunities for exemplary teachers to play an active role in supporting the development of quality teachers.

The Department of Education and Training has also commenced establishing partnerships with local government authorities and Development Commissions to ensure that local community support is made available to new graduates to assist them in their socialisation in their new environments.

- (2) Yes, the Department is addressing this strategy.

In 2007, a program was trialled to recruit retired teachers to work in the government school system.

The Department of Education and Training has initiated a Transition to Retirement program where employees who have reached 55, are encouraged to remain in the workforce. Transition to retirement allows these employees to access superannuation while still working by choosing to reduce work hours (part-time or casual) whilst drawing on superannuation benefits to supplement their income.

- (3) Not applicable